



LHIN Region Report 2016



COLLEGE OF NURSES
OF ONTARIO
ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.



COLLEGE OF NURSES
OF ONTARIO
ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

VISION

Leading in regulatory excellence

MISSION

Regulating nursing in the public interest

LHIN Region Report 2016

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1 INTRODUCTION

1.1 About the College of Nurses of Ontario

The College of Nurses of Ontario (the College) is the regulatory body for nursing in Ontario. Its mission is to regulate nursing in the public interest. The College sets the requirements for becoming a nurse in Ontario and the standards of practice that nurses must meet to maintain that designation. Only a person with a valid Certificate of Registration from the College can practise as a nurse in Ontario and use the protected titles: **nurse, Registered Nurse (RN), Registered Practical Nurse (RPN) or Nurse Practitioner (NP)**.

To find out more about the College's statistical resources, or to sign up for statistics announcements from the College, please visit <http://www.cno.org/stats>.

1.2 About this document

This document provides an overview of the membership of the College's General and Extended Classes,¹ who reported employment in nursing in Ontario when renewing their membership for the 2016 practice year. It analyses nursing employment in all of Ontario and in each Local Health Integration Network (LHIN)² in Ontario independently.

¹ Visit <http://www.cno.org/en/become-a-nurse/classes-of-registration/> for more information about the College's classes of registration.

² Visit www.lhins.on.ca for more information about LHINs.

2 METHODS AND NOTES

2.1 Data collection

Every year, members in the General, Extended and Non-Practising Classes are required to renew their membership with the College to register to practice in the following practice year.³ A component of the renewal process is the collection of information that the College requires to carry out our regulatory mandate and that the College must report to the provincial government.

The data in this report provide a point-in-time snapshot of the employment of nurses who renewed their membership for the 2016 practice year.⁴

2.2 Classes of registration

2.2.1 General Class

Members in the General Class are Registered Nurses (RNs) or Registered Practical Nurses (RPNs) who are registered with the College and are eligible to practise nursing in Ontario. Most nurses registered with the College belong to this class.

2.2.2 Extended Class

The Extended Class is for RNs who have additional education and clinical experience that allows them to practise as NPs in Ontario. Members in this class have an expanded scope of practice, with the authority to diagnose, prescribe medication, perform procedures, and order and interpret diagnostic tests.

2.3 Multiple nursing employment positions

During renewal, the College asks members for information about all of their employment positions. This includes: employer's business address; employer type; whether the position is a nursing role; and the member's position and area of practice within the employment setting (if it is a nursing role).

Because some members have more than one nursing position, the number of nursing positions that members report in a LHIN region is higher than the number of members employed in that LHIN.

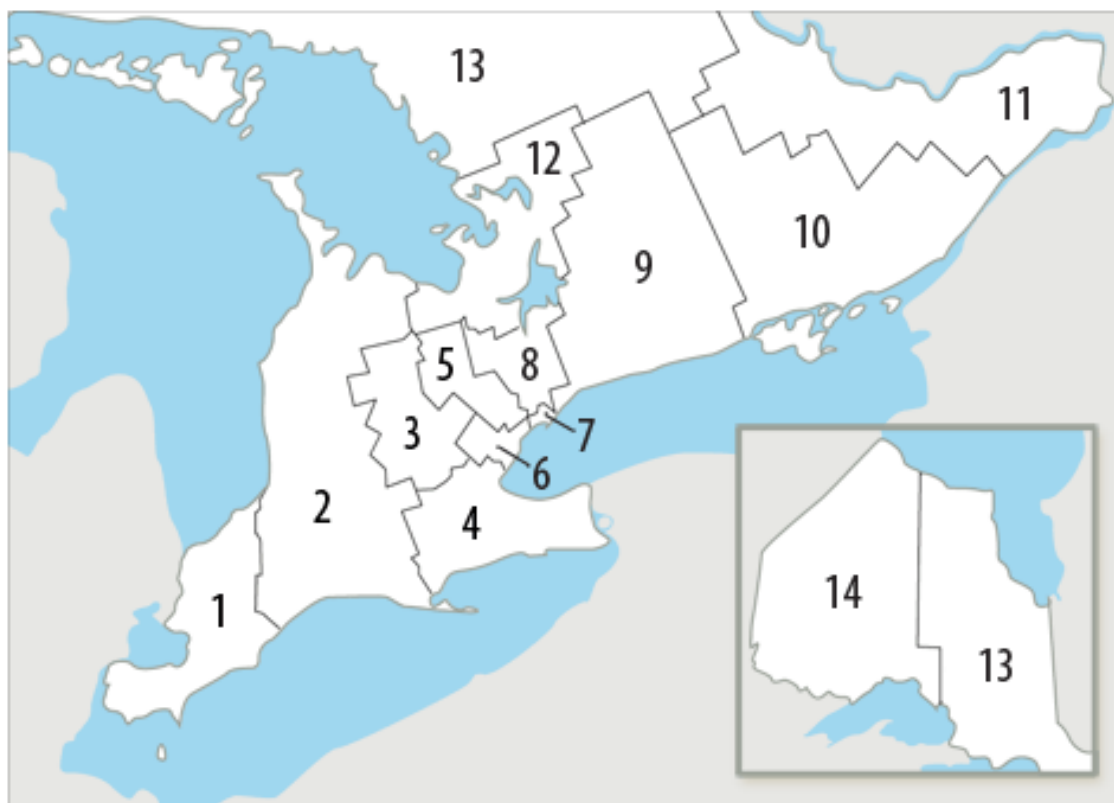
³ Visit <http://www.cno.org/en/become-a-nurse/classes-of-registration/> for more information about the College's classes of registration.

⁴ The 2016 renewal period was open between October 19, 2015 and March 21, 2016.

3 LHIN REGION MAP

Ontario is divided into 14 LHIN regions, as shown in the map below:

1. Erie St. Clair
2. South West
3. Waterloo Wellington
4. Hamilton Niagara Haldimand Brant
5. Central West
6. Mississauga Halton
7. Toronto Central
8. Central
9. Central East
10. South East
11. Champlain
12. North Simcoe Muskoka
13. North East
14. North West



Map reproduced from the Ontario Local Health Integration Network website:

<http://www.lhins.on.ca/> .

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4 ONTARIO

4.1 Ontario demographics

For the 2016 renewal, 140,167 nurses reported being employed in at least one nursing position in Ontario. These nurses held 167,118 nursing employment positions in Ontario.

Table 4.1: Nurses employed in Ontario: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	14,574	15.2	9,070	21.9	134	5.0	23,778	17.0
30–54	56,612	59.0	25,461	61.3	2,039	76.7	84,112	60.0
55+	24,818	25.9	6,975	16.8	484	18.2	32,277	23.0
Total	96,004	100	41,506	100	2,657	100	140,167	100

Table 4.2: Nurses employed in Ontario: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	89,614	93.3	37,851	91.2	2,490	93.7	129,955	92.7
Male	6,390	6.7	3,655	8.8	167	6.3	10,212	7.3
Total	96,004	100	41,506	100	2,657	100	140,167	100

Table 4.3: Nurses employed in Ontario: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	88,036	91.7	38,533	92.8	2,406	90.6	128,975	92.0
Bilingual	7,947	8.3	2,944	7.1	250	9.4	11,141	7.9
French only	21	0.0	29	0.1	1	0.0	51	0.0
Total	96,004	100	41,506	100	2,657	100	140,167	100

Table 4.4: Nurses employed in Ontario: Number of nursing employment positions held in Ontario

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	81,362	84.7	33,294	80.2	1,967	74.0	116,623	83.2
2	12,772	13.3	7,247	17.5	567	21.3	20,586	14.7
3+	1,870	1.9	965	2.3	123	4.6	2,958	2.1
Total nurses employed in Ontario	96,004	100	41,506	100	2,657	100	140,167	100
Total nursing employment positions in Ontario	112,812		50,805		3,501		167,118	

4.2 Nursing employment positions in Ontario

Table 4.5: Nursing employment positions in Ontario: LHIN regions

Location	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Central	10,049	8.9	4,913	9.7	173	4.9	15,135	9.1
Central East	9,225	8.2	5,267	10.4	256	7.3	14,748	8.8
Central West	4,153	3.7	1,727	3.4	90	2.6	5,970	3.6
Champlain	12,075	10.7	5,188	10.2	305	8.7	17,568	10.5
Erie St. Clair	5,051	4.5	2,844	5.6	206	5.9	8,101	4.8
Hamilton Niagara Haldimand Brant	12,129	10.8	6,034	11.9	324	9.3	18,487	11.1
Mississauga Halton	7,726	6.8	3,253	6.4	128	3.7	11,107	6.6
North East	6,089	5.4	3,269	6.4	294	8.4	9,652	5.8
North Simcoe Muskoka	3,753	3.3	2,161	4.3	156	4.5	6,070	3.6
North West	2,936	2.6	1,468	2.9	174	5.0	4,578	2.7
South East	5,044	4.5	2,530	5.0	204	5.8	7,778	4.7
South West	9,669	8.6	4,214	8.3	284	8.1	14,167	8.5
Toronto Central	19,883	17.6	5,014	9.9	695	19.9	25,592	15.3
Waterloo Wellington	5,030	4.5	2,923	5.8	212	6.1	8,165	4.9
Ontario total	112,812	100	50,805	100	3,501	100	167,118	100

Table 4.6: Nursing employment positions in Ontario: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	63,901	56.6	22,643	44.6	2,141	61.2	88,685	53.1
Part-time	29,861	26.5	18,387	36.2	734	21.0	48,982	29.3
Casual	19,050	16.9	9,775	19.2	626	17.9	29,451	17.6
Total	112,812	100	50,805	100	3,501	100	167,118	100

Table 4.7: Nursing employment positions in Ontario: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	22,548	20.0	10,135	19.9	1,754	50.1	34,437	20.6
Hospital	68,844	61.0	18,431	36.3	1,277	36.5	88,552	53.0
Long-term care	10,141	9.0	19,676	38.7	114	3.3	29,931	17.9
Other	11,279	10.0	2,563	5.0	356	10.2	14,198	8.5
Total	112,812	100	50,805	100	3,501	100	167,118	100

Table 4.8: Nursing employment positions in Ontario: Top three nursing employers⁵

RN	#	%
Acute care hospital	60,853	53.9
Long-term care facility	9,345	8.3
Community care access centre	4,202	3.7

NP	#	%
Acute care hospital	1,122	32.0
Family health team	558	15.9
Community health centre	479	13.7

RPN	#	%
Long-term care facility	15,451	30.4
Acute care hospital	11,245	22.1
Retirement home	3,884	7.6

Total	#	%
Acute care hospital	73,220	43.8
Long-term care facility	24,892	14.9
Other community	6,957	4.2

⁵ For the definition of “nursing employers”, see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

5 CENTRAL

5.1 Central LHIN demographics

For the 2016 renewal, 13,802 nurses reported being employed in at least one nursing position in the Central LHIN. These nurses held 15,135 nursing positions there. Of the 13,802 nurses, 3,638 also reported employment in at least one position outside the Central LHIN.



Table 5.1: Nurses employed in the Central LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	1,221	13.1	805	18.5	11	7.0	2,037	14.8
30–54	5,812	62.6	2,970	68.2	127	80.9	8,909	64.5
55+	2,254	24.3	583	13.4	19	12.1	2,856	20.7
Total	9,287	100	4,358	100	157	100	13,802	100

Table 5.2: Nurses employed in the Central LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	8,628	92.9	3,887	89.2	149	94.9	12,664	91.8
Male	659	7.1	471	10.8	8	5.1	1,138	8.2
Total	9,287	100	4,358	100	157	100	13,802	100

Table 5.3: Nurses employed in the Central LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	9,043	97.4	4,266	97.9	154	98.1	13,463	97.5
Bilingual	243	2.6	92	2.1	3	1.9	338	2.4
French only	1	0.0	0	0.0	0	0.0	1	0.0
Total	9,287	100	4,358	100	157	100	13,802	100

Table 5.4: Nurses employed in the Central LHIN: Number of nursing employment positions held in the Central LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	8,596	92.6	3,845	88.2	142	90.4	12,583	91.2
2	630	6.8	472	10.8	14	8.9	1,116	8.1
3+	61	0.7	41	0.9	1	0.6	103	0.7
Total nurses employed in the Central LHIN	9,287	100	4,358	100	157	100	13,802	100
Total nursing employment positions in the Central LHIN	10,049		4,913		173		15,135	

Table 5.5: Nursing employment positions of Central LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Central LHIN	RN	RPN	NP	Total
Central East	532	338	12	882
Central West	368	150	6	524
Champlain	37	8	1	46
Erie St. Clair	18	3	0	21
Hamilton Niagara Haldimand Brant	90	39	1	130
Mississauga Halton	268	143	1	412
North East	18	4	4	26
North Simcoe Muskoka	147	58	5	210
North West	4	1	0	5
South East	13	3	2	18
South West	26	16	1	43
Toronto Central	1,269	588	39	1,896
Waterloo Wellington	32	14	2	48
Other Canadian jurisdictions	36	0	4	40
United States	17	3	1	21
International (excluding the U.S.)	1	1	0	2
Total nurses employed in nursing outside the Central LHIN⁶	2,406	1,178	54	3,638

⁶ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Central LHIN. This number is only a count of the number of nurses employed outside the Central LHIN, regardless of how many other LHINs employed them.

5.2 Nursing employment positions in the Central LHIN

Table 5.6: Nursing employment positions in the Central LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	5,467	54.4	2,014	41.0	98	56.6	7,579	50.1
Part-time	2,429	24.2	1,759	35.8	36	20.8	4,224	27.9
Casual	2,153	21.4	1,140	23.2	39	22.5	3,332	22.0
Total	10,049	100	4,913	100	173	100	15,135	100

Table 5.7: Nursing employment positions in the Central LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	2,305	22.9	1,044	21.2	71	41.0	3,420	22.6
Hospital	5,442	54.2	1,351	27.5	72	41.6	6,865	45.4
Long-term care	1,095	10.9	2,142	43.6	9	5.2	3,246	21.4
Other	1,207	12.0	376	7.7	21	12.1	1,604	10.6
Total	10,049	100	4,913	100	173	100	15,135	100

Table 5.8: Nursing employment positions in the Central LHIN: Top three nursing employers⁷

RN	#	%
Acute care hospital	5,102	50.8
Long-term care facility	1,003	10.0
Other community	480	4.8

NP	#	%
Acute care hospital	68	39.3
Family health team	20	11.6
College/university	17	9.8

RPN	#	%
Long-term care facility	1,663	33.8
Acute care hospital	1,073	21.8
Retirement home	449	9.1

Total	#	%
Acute care hospital	6,243	41.2
Long-term care facility	2,672	17.7
Other community	730	4.8

⁷ For the definition of “nursing employers”, see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

6 CENTRAL EAST

6.1 Central East LHIN demographics

For renewal 2016, 13,271 nurses reported being employed in at least one nursing position in the Central East LHIN. These nurses held 14,748 nursing positions there. Of the 13,271 nurses, 2,072 also reported employment in at least one position outside the Central East LHIN.



Table 6.1: Nurses employed in the Central East LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	995	11.8	1,086	23.3	6	2.7	2,087	15.7
30–54	5,154	61.3	2,860	61.5	166	75.8	8,180	61.6
55+	2,252	26.8	705	15.2	47	21.5	3,004	22.6
Total	8,401	100	4,651	100	219	100	13,271	100

Table 6.2: Nurses employed in the Central East LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	7,931	94.4	4,267	91.7	204	93.2	12,402	93.5
Male	470	5.6	384	8.3	15	6.8	869	6.5
Total	8,401	100	4,651	100	219	100	13,271	100

Table 6.3: Nurses employed in the Central East LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	8,208	97.7	4,566	98.2	214	97.7	12,988	97.9
Bilingual	192	2.3	84	1.8	5	2.3	281	2.1
French only	1	0.0	1	0.0	0	0.0	2	0.0
Total	8,401	100	4,651	100	219	100	13,271	100

Table 6.4: Nurses employed in the Central East LHIN: Number of nursing employment positions held in the Central East LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	7,644	91.0	4,096	88.1	187	85.4	11,927	89.9
2	696	8.3	499	10.7	29	13.2	1,224	9.2
3+	61	0.7	56	1.2	3	1.4	120	0.9
Total nurses employed in the Central East LHIN	8,401	100	4,651	100	219	100	13,271	100
Total nursing employment positions in the Central East LHIN	9,225		5,267		256		14,748	

Table 6.5: Nursing employment positions of Central East LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Central East LHIN	RN	RPN	NP	Total
Central	523	343	10	876
Central West	60	42	1	103
Champlain	7	2	0	9
Erie St. Clair	2	2	0	4
Hamilton Niagara Haldimand Brant	15	4	0	19
Mississauga Halton	66	32	4	102
North East	11	3	0	14
North Simcoe Muskoka	30	10	1	41
North West	4	1	1	6
South East	45	16	6	67
South West	7	3	2	12
Toronto Central	796	322	30	1,148
Waterloo Wellington	14	5	3	22
Other Canadian jurisdictions	27	6	0	33
United States	7	0	2	9
International (excluding the U.S.)	1	0	0	1
Total nurses employed in nursing outside the Central East LHIN⁸	1,343	679	50	2,072

⁸ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Central East LHIN. This number is only a count of the number of nurses employed outside the Central East LHIN, regardless of how many other LHINs employed them.

6.2 Nursing employment positions in the Central East LHIN

Table 6.6: Nursing employment positions in the Central East LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	5,043	54.7	2,305	43.8	161	62.9	7,509	50.9
Part-time	2,748	29.8	2,085	39.6	58	22.7	4,891	33.2
Casual	1,434	15.5	877	16.7	37	14.5	2,348	15.9
Total	9,225	100	5,267	100	256	100	14,748	100

Table 6.7: Nursing employment positions in the Central East LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,950	21.1	888	16.9	150	58.6	2,988	20.3
Hospital	5,267	57.1	1,859	35.3	75	29.3	7,201	48.8
Long-term care	1,163	12.6	2,266	43.0	14	5.5	3,443	23.3
Other	845	9.2	254	4.8	17	6.6	1,116	7.6
Total	9,225	100	5,267	100	256	100	14,748	100

Table 6.8: Nursing employment positions in the Central East LHIN: Top three nursing employers⁹

RN	#	%
Acute care hospital	4,701	51.0
Long-term care facility	1,097	11.9
Community care access centre	470	5.1

RPN	#	%
Long-term care facility	1,868	35.5
Acute care hospital	1,257	23.9
Retirement home	369	7.0

NP	#	%
Acute care hospital	60	23.4
Family health team	55	21.5
Community health centre	31	12.1

Total	#	%
Acute care hospital	6,018	40.8
Long-term care facility	2,974	20.2
Addiction & mental health centre/psychiatric hospital	769	5.2

⁹ For the definition of “nursing employers”, see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

7 CENTRAL WEST

7.1 Central West LHIN demographics

For renewal 2016, 5,582 nurses reported being employed in at least one nursing position in the Central West LHIN. These nurses held 5,970 nursing positions there. Of the 5,582 nurses, 1,758 also reported employment in at least one position outside the Central West LHIN.



Table 7.1: Nurses employed in the Central West LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	506	13.0	295	18.5	4	4.9	805	14.4
30–54	2,520	64.5	1,046	65.6	68	84.0	3,634	65.1
55+	881	22.5	253	15.9	9	11.1	1,143	20.5
Total	3,907	100	1,594	100	81	100	5,582	100

Table 7.2: Nurses employed in the Central West LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	3,707	94.9	1,466	92.0	75	92.6	5,248	94.0
Male	200	5.1	128	8.0	6	7.4	334	6.0
Total	3,907	100	1,594	100	81	100	5,582	100

Table 7.3: Nurses employed in the Central West LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	3,830	98.0	1,563	98.1	78	96.3	5,471	98.0
Bilingual	76	1.9	31	1.9	3	3.7	110	2.0
French only	1	0.0	0	0.0	0	0.0	1	0.0
Total	3,907	100	1,594	100	81	100	5,582	100

Table 7.4: Nurses employed in the Central West LHIN: Number of nursing employment positions held in the Central West LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	3,673	94.0	1,470	92.2	73	90.1	5,216	93.4
2	223	5.7	116	7.3	7	8.6	346	6.2
3+	11	0.3	8	0.5	1	1.2	20	0.4
Total nurses employed in the Central West LHIN	3,907	100	1,594	100	81	100	5,582	100
Total nursing employment positions in the Central West LHIN	4,153		1,727		90		5,970	

Table 7.5: Nursing employment positions of Central West LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Central West LHIN	RN	RPN	NP	Total
Central	374	159	6	539
Central East	62	47	1	110
Champlain	8	0	0	8
Erie St. Clair	0	2	0	2
Hamilton Niagara Haldimand Brant	46	24	2	72
Mississauga Halton	470	233	8	711
North East	6	1	1	8
North Simcoe Muskoka	25	5	2	32
North West	2	0	0	2
South East	2	2	0	4
South West	5	2	0	7
Toronto Central	413	118	15	546
Waterloo Wellington	45	11	0	56
Other Canadian jurisdictions	12	3	0	15
United States	8	1	1	10
International (excluding the U.S.)	2	0	0	2
Total nurses employed in nursing outside the Central West LHIN¹⁰	1,218	511	29	1,758

¹⁰ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Central West LHIN. This number is only a count of the number of nurses employed outside the Central West LHIN, regardless of how many other LHINs employed them.

7.2 Nursing employment positions in the Central West LHIN

**Table 7.6: Nursing employment positions in the Central West LHIN:
Working status**

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	2,218	53.4	653	37.8	56	62.2	2,927	49.0
Part-time	1,015	24.4	619	35.8	19	21.1	1,653	27.7
Casual	920	22.2	455	26.3	15	16.7	1,390	23.3
Total	4,153	100	1,727	100	90	100	5,970	100

**Table 7.6: Nursing employment positions in the Central West LHIN:
Employment sectors**

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	793	19.1	284	16.4	47	52.2	1,124	18.8
Hospital	2,409	58.0	589	34.1	27	30.0	3,025	50.7
Long-term care	506	12.2	756	43.8	3	3.3	1,265	21.2
Other	445	10.7	98	5.7	13	14.4	556	9.3
Total	4,153	100	1,727	100	90	100	5,970	100

**Table 7.7: Nursing employment positions in the Central West LHIN: Top
three nursing employers¹¹**

RN	#	%
Acute care hospital	2,308	55.6
Long-term care facility	475	11.4
Public health unit/department	309	7.4

NP	#	%
Acute care hospital	23	25.6
Family health team	17	18.9
Community health centre	15	16.7

RPN	#	%
Long-term care facility	682	39.5
Acute care hospital	512	29.6
Other community	80	4.6

Total	#	%
Acute care hospital	2,843	47.6
Long-term care facility	1,160	19.4
Public health unit/department	313	5.2

¹¹ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

8 CHAMPLAIN

8.1 Champlain LHIN demographics

For renewal 2016, 15,242 nurses reported being employed in at least one nursing position in the Champlain LHIN. These nurses held 17,568 nursing positions there. Of the 15,242 nurses, 556 also reported employment in at least one position outside the Champlain LHIN.



Table 8.1: Nurses employed in the Champlain LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	1,717	15.9	890	21.2	11	4.8	2,618	17.2
30–54	6,393	59.1	2,577	61.4	166	71.9	9,136	59.9
55+	2,707	25.0	727	17.3	54	23.4	3,488	22.9
Total	10,817	100	4,194	100	231	100	15,242	100

Table 8.2: Nurses employed in the Champlain LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	10,078	93.2	3,774	90.0	216	93.5	14,068	92.3
Male	739	6.8	420	10.0	15	6.5	1,174	7.7
Total	10,817	100	4,194	100	231	100	15,242	100

Table 8.3: Nurses employed in the Champlain LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	6,561	60.7	2,917	69.6	129	55.8	9,607	63.0
Bilingual	4,240	39.2	1,250	29.8	101	43.7	5,591	36.7
French only	16	0.1	27	0.6	1	0.4	44	0.3
Total	10,817	100	4,194	100	231	100	15,242	100

Table 8.4: Nurses employed in the Champlain LHIN: Number of nursing employment positions held in the Champlain LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	9,698	89.7	3,345	79.8	169	73.2	13,212	86.7
2	1,000	9.2	722	17.2	52	22.5	1,774	11.6
3+	119	1.1	127	3.0	10	4.3	256	1.7
Total nurses employed in the Champlain LHIN	10,817	100	4,194	100	231	100	15,242	100
Total nursing employment positions in the Champlain LHIN	12,075		5,188		305		17,568	

Table 8.5: Nursing employment positions of Champlain LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Champlain LHIN	RN	RPN	NP	Total
Central	30	7	1	38
Central East	7	2	0	9
Central West	8	0	0	8
Erie St. Clair	7	1	0	8
Hamilton Niagara Haldimand Brant	10	3	0	13
Mississauga Halton	27	2	0	29
North East	18	0	1	19
North Simcoe Muskoka	14	5	0	19
North West	10	0	3	13
South East	133	74	11	218
South West	20	0	0	20
Toronto Central	45	7	0	52
Waterloo Wellington	7	0	2	9
Other Canadian jurisdictions	139	23	6	168
United States	13	0	1	14
International (excluding the U.S.)	4	0	0	4
Total nurses employed in nursing outside the Champlain LHIN¹²	425	111	20	556

¹² This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Champlain LHIN. This number is only a count of the number of nurses employed outside the Champlain LHIN, regardless of how many other LHINs employed them.

8.2 Nursing employment positions in the Champlain LHIN

Table 8.6: Nursing employment positions in the Champlain LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	6,916	57.3	2,314	44.6	146	47.9	9,376	53.4
Part-time	3,414	28.3	1,701	32.8	101	33.1	5,216	29.7
Casual	1,745	14.5	1,173	22.6	58	19.0	2,976	16.9
Total	12,075	100	5,188	100	305	100	17,568	100

Table 8.7: Nursing employment positions in the Champlain LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	2,299	19.0	1,004	19.4	185	60.7	3,488	19.9
Hospital	7,644	63.3	1,746	33.7	70	23.0	9,460	53.8
Long-term care	997	8.3	2,201	42.4	10	3.3	3,208	18.3
Other	1,135	9.4	237	4.6	40	13.1	1,412	8.0
Total	12,075	100	5,188	100	305	100	17,568	100

Table 8.8: Nursing employment positions in the Champlain LHIN: Top three nursing employers¹³

RN	#	%
Acute care hospital	6,710	55.6
Long-term care facility	857	7.1
Public health unit/department	428	3.5

NP	#	%
Community health centre	70	23.0
Acute care hospital	61	20.0
Family health team	50	16.4

RPN	#	%
Long-term care facility	1,424	27.4
Acute care hospital	1,108	21.4
Retirement home	713	13.7

Total	#	%
Acute care hospital	7,879	44.8
Long-term care facility	2,288	13.0
Retirement home	820	4.7

¹³ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

9 ERIE ST. CLAIR

9.1 Erie St. Clair LHIN demographics

For renewal 2016, 7,241 nurses reported being employed in at least one nursing position in the Erie St. Clair LHIN. These nurses held 8,101 nursing positions there. Of the 7,241 nurses, 369 also reported employment in at least one position outside the Erie St. Clair LHIN.



Table 9.1: Nurses employed in the Erie St. Clair LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	693	15.1	654	26.4	10	6.2	1,357	18.7
30–54	2,832	61.6	1,473	59.4	126	77.8	4,431	61.2
55+	1,073	23.3	354	14.3	26	16.0	1,453	20.1
Total	4,598	100	2,481	100	162	100	7,241	100

Table 9.2: Nurses employed in the Erie St. Clair LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	4,285	93.2	2,293	92.4	150	92.6	6,728	92.9
Male	313	6.8	188	7.6	12	7.4	513	7.1
Total	4,598	100	2,481	100	162	100	7,241	100

Table 9.3: Nurses employed in the Erie St. Clair LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	4,428	96.3	2,403	96.9	160	98.8	6,991	96.5
Bilingual	170	3.7	78	3.1	2	1.2	250	3.5
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	4,598	100	2,481	100	162	100	7,241	100

Table 9.4: Nurses employed in the Erie St. Clair LHIN: Number of nursing employment positions held in the Erie St. Clair LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	4,181	90.9	2,146	86.5	127	78.4	6,454	89.1
2	388	8.4	310	12.5	27	16.7	725	10.0
3+	29	0.6	25	1.0	8	4.9	62	0.9
Total nurses employed in the Erie St. Clair LHIN	4,598	100	2,481	100	162	100	7,241	100
Total nursing employment positions in the Erie St. Clair LHIN	5,051		2,844		206		8,101	

Table 9.5: Nursing employment positions of Erie St. Clair LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Erie St. Clair LHIN	RN	RPN	NP	Total
Central	14	3	0	17
Central East	2	2	0	4
Central West	0	1	0	1
Champlain	6	1	0	7
Hamilton Niagara Haldimand Brant	7	5	0	12
Mississauga Halton	4	1	1	6
North East	2	0	3	5
North Simcoe Muskoka	1	0	0	1
North West	1	0	0	1
South East	3	0	0	3
South West	68	33	5	106
Toronto Central	14	3	3	20
Waterloo Wellington	3	6	1	10
Other Canadian jurisdictions	16	0	1	17
United States	178	3	5	186
International (excluding the U.S.)	0	0	0	0
Total nurses employed in nursing outside the Erie St. Clair LHIN¹⁴	298	54	17	369

¹⁴ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Erie St. Clair LHIN. This number is only a count of the number of nurses employed outside the Erie St. Clair LHIN, regardless of how many other LHINs employed them.

9.2 Nursing employment positions in the Erie St. Clair LHIN

Table 9.6: Nursing employment positions in the Erie St. Clair LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	2,705	53.6	1,203	42.3	135	65.5	4,043	49.9
Part-time	1,731	34.3	1,279	45.0	37	18.0	3,047	37.6
Casual	615	12.2	362	12.7	34	16.5	1,011	12.5
Total	5,051	100	2,844	100	206	100	8,101	100

Table 9.7: Nursing employment positions in the Erie St. Clair LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,165	23.1	647	22.7	107	51.9	1,919	23.7
Hospital	2,689	53.2	898	31.6	64	31.1	3,651	45.1
Long-term care	555	11.0	1,175	41.3	7	3.4	1,737	21.4
Other	642	12.7	124	4.4	28	13.6	794	9.8
Total	5,051	100	2,844	100	206	100	8,101	100

Table 9.8: Nursing employment positions in the Erie St. Clair LHIN: Top three nursing employers¹⁵

RN	#	%
Acute care hospital	2,477	49.0
Long-term care facility	521	10.3
College/university	293	5.8

RPN	#	%
Long-term care facility	863	30.3
Acute care hospital	552	19.4
Retirement home	297	10.4

NP	#	%
Acute care hospital	60	29.1
Community health centre	34	16.5
Family health team	26	12.6

Total	#	%
Acute care hospital	3,089	38.1
Long-term care facility	1,391	17.2
Other community	368	4.5

¹⁵ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

10 HAMILTON NIAGARA HALDIMAND BRANT

10.1 Hamilton Niagara Haldimand Brant LHIN demographics

For the 2016 renewal, 16,308 nurses reported being employed in at least one nursing position in the Hamilton Niagara Haldimand Brant LHIN. These nurses held 18,487 nursing positions there. Of the 16,308 nurses, 1,070 also reported employment in at least one position outside the Hamilton Niagara Haldimand Brant LHIN.



Table 10.1: Nurses employed in the Hamilton Niagara Haldimand Brant LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	1,777	16.3	1,107	21.6	15	5.4	2,899	17.8
30–54	6,087	55.8	3,069	59.9	218	79.0	9,374	57.5
55+	3,046	27.9	946	18.5	43	15.6	4,035	24.7
Total	10,910	100	5,122	100	276	100	16,308	100

Table 10.2: Nurses employed in the Hamilton Niagara Haldimand Brant LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	10,251	94.0	4,700	91.8	258	93.5	15,209	93.3
Male	659	6.0	422	8.2	18	6.5	1,099	6.7
Total	10,910	100	5,122	100	276	100	16,308	100

**Table 10.3: Nurses employed in the Hamilton Niagara Haldimand Brant LHIN:
Official languages in which they can competently provide nursing care**

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	10,638	97.5	4,979	97.2	268	97.1	15,885	97.4
Bilingual	272	2.5	143	2.8	8	2.9	423	2.6
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	10,910	100	5,122	100	276	100	16,308	100

**Table 10.4: Nurses employed in the Hamilton Niagara Haldimand Brant
LHIN: Number of nursing employment positions held in Hamilton Niagara
the Haldimand Brant LHIN**

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	9,828	90.1	4,293	83.8	230	83.3	14,351	88.0
2	959	8.8	753	14.7	44	15.9	1,756	10.8
3+	123	1.1	76	1.5	2	0.7	201	1.2
Total nurses employed in the Hamilton Niagara Haldimand Brant LHIN	10,910	100	5,122	100	276	100	16,308	100
Total nursing employment positions in the Hamilton Niagara Haldimand Brant LHIN	12,129		6,034		324		18,487	

**Table 10.5: Nursing employment positions of Hamilton Niagara Haldimand
Brant LHIN nurses who are also employed in another LHIN**

Location of nursing employment positions outside the Hamilton Niagara Haldimand Brant LHIN	RN	RPN	NP	Total
Central	89	41	1	131
Central East	14	4	0	18
Central West	47	21	1	69
Champlain	11	3	0	14
Erie St. Clair	6	7	0	13
Mississauga Halton	266	117	10	393
North East	14	1	1	16
North Simcoe Muskoka	14	5	0	19
North West	5	0	0	5
South East	7	3	0	10
South West	62	26	4	92
Toronto Central	174	32	11	217
Waterloo Wellington	125	52	19	196
Other Canadian jurisdictions	31	0	3	34
United States	23	3	0	26
International (excluding the U.S.)	2	1	0	3
Total nurses employed in nursing outside the Hamilton Niagara Haldimand Brant LHIN¹⁶	753	272	45	1,070

¹⁶ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Hamilton Niagara Haldimand Brant LHIN. This number is only a count of the number of nurses employed outside the Hamilton Niagara Haldimand Brant LHIN, regardless of how many other LHINs employed them.

10.2 Nursing employment positions in the Hamilton Niagara Haldimand Brant LHIN

Table 10.6: Working status for nursing employment positions in the Hamilton Niagara Haldimand Brant LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	6,926	57.1	2,835	47.0	212	65.4	9,973	53.9
Part-time	3,418	28.2	1,879	31.1	78	24.1	5,375	29.1
Casual	1,785	14.7	1,320	21.9	34	10.5	3,139	17.0
Total	12,129	100	6,034	100	324	100	18,487	100

Table 10.7: Nursing employment positions in the Hamilton Niagara Haldimand Brant LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	2,543	21.0	1,090	18.1	160	49.4	3,793	20.5
Hospital	7,373	60.8	2,387	39.6	132	40.7	9,892	53.5
Long-term care	1,234	10.2	2,343	38.8	11	3.4	3,588	19.4
Other	979	8.1	214	3.5	21	6.5	1,214	6.6
Total	12,129	100	6,034	100	324	100	18,487	100

Table 10.8: Nursing employment positions in the Hamilton Niagara Haldimand Brant LHIN: Top three nursing employers¹⁷

RN			RPN		
	#	%		#	%
Acute care hospital	6,653	54.9	Long-term care facility	1,941	32.2
Long-term care facility	1,157	9.5	Acute care hospital	1,525	25.3
College/university	475	3.9	Retirement home	377	6.2

NP			Total		
	#	%		#	%
Acute care hospital	109	33.6	Acute care hospital	8,287	44.8
Family health team	63	19.4	Long-term care facility	3,109	16.8
Community health centre	29	9.0	Other community	759	4.1

¹⁷ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

11 MISSISSAUGA HALTON

11.1 Mississauga Halton LHIN demographics

For the 2016 renewal, 10,250 nurses reported being employed in at least one nursing position in the Mississauga Halton LHIN. These nurses held 11,107 nursing positions there. Of the 10,250 nurses, 2,319 also reported employment in at least one position outside the Mississauga Halton LHIN.



Table 11.1: Nurses employed in the Mississauga Halton LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	1,012	14.0	676	23.2	8	7.0	1,696	16.5
30–54	4,430	61.3	1,881	64.6	92	80.0	6,403	62.5
55+	1,782	24.7	354	12.2	15	13.0	2,151	21.0
Total	7,224	100	2,911	100	115	100	10,250	100

Table 11.2: Nurses employed in the Mississauga Halton LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	6,766	93.7	2,644	90.8	109	94.8	9,519	92.9
Male	458	6.3	267	9.2	6	5.2	731	7.1
Total	7,224	100	2,911	100	115	100	10,250	100

Table 11.3: Nurses employed in the Mississauga Halton LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	6,966	96.4	2,843	97.7	110	95.7	9,919	96.8
Bilingual	258	3.6	68	2.3	5	4.3	331	3.2
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	7,224	100	2,911	100	115	100	10,250	100

Table 11.4: Nurses employed in the Mississauga Halton LHIN: Number of nursing employment positions held in the Mississauga Halton LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	6,754	93.5	2,597	89.2	104	90.4	9,455	92.2
2	444	6.1	290	10.0	9	7.8	743	7.2
3+	26	0.4	24	0.8	2	1.7	52	0.5
Total nurses employed in the Mississauga Halton LHIN	7,224	100	2,911	100	115	100	10,250	100
Total nursing employment positions in the Mississauga Halton LHIN	7,726		3,253		128		11,107	

Table 11.5: Nursing employment positions of Mississauga Halton LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Mississauga Halton LHIN	RN	RPN	NP	Total
Central	267	144	1	412
Central East	73	32	4	109
Central West	472	227	6	705
Champlain	30	2	0	32
Erie St. Clair	6	1	1	8
Hamilton Niagara Haldimand Brant	273	120	11	404
North East	24	2	0	26
North Simcoe Muskoka	19	7	0	26
North West	5	0	0	5
South East	14	2	0	16
South West	28	10	1	39
Toronto Central	616	151	14	781
Waterloo Wellington	64	33	3	100
Other Canadian jurisdictions	26	1	1	28
United States	3	3	0	6
International (excluding the U.S.)	1	1	0	2
Total nurses employed in nursing outside the Mississauga Halton LHIN¹⁸	1,644	640	35	2,319

¹⁸ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Mississauga Halton LHIN. This number is only a count of the number of nurses employed outside the Mississauga Halton LHIN, regardless of how many other LHINs employed them.

11.2 Nursing employment positions in the Mississauga Halton LHIN

**Table 11.6: Nursing employment positions in the Mississauga Halton LHIN:
Working status**

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	4,239	54.9	1,417	43.6	83	64.8	5,739	51.7
Part-time	1,946	25.2	1,136	34.9	22	17.2	3,104	27.9
Casual	1,541	19.9	700	21.5	23	18.0	2,264	20.4
Total	7,726	100	3,253	100	128	100	11,107	100

**Table 11.7: Nursing employment positions in the Mississauga Halton LHIN:
Employment sectors**

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,735	22.5	894	27.5	36	28.1	2,665	24.0
Hospital	4,387	56.8	890	27.4	67	52.3	5,344	48.1
Long-term care	653	8.5	1,224	37.6	11	8.6	1,888	17.0
Other	951	12.3	245	7.5	14	10.9	1,210	10.9
Total	7,726	100	3,253	100	128	100	11,107	100

**Table 11.8: Nursing employment positions in the Mississauga Halton LHIN:
Top three nursing employers¹⁹**

RN	#	%
Acute care hospital	4,160	53.8
Long-term care facility	592	7.7
Health-related business/industry	405	5.2

NP	#	%
Acute care hospital	67	52.3
Family health team	21	16.4
Long-term care facility	8	6.3

RPN	#	%
Long-term care facility	915	28.1
Acute care hospital	731	22.5
Retirement home	293	9.0

Total	#	%
Acute care hospital	4,958	44.6
Long-term care facility	1,515	13.6
Other community	655	5.9

¹⁹ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

12 NORTH EAST

12.1 North East LHIN demographics

For the 2016 renewal, 8,473 nurses reported being employed in at least one nursing position in the North East LHIN. These nurses held 9,652 nursing positions there. Of the 8,473 nurses, 236 also reported employment in at least one position outside the North East LHIN.



Table 12.1: Nurses employed in the North East LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	907	16.9	671	23.4	10	4.3	1,588	18.7
30–54	3,270	60.8	1,754	61.3	175	75.1	5,199	61.4
55+	1,201	22.3	437	15.3	48	20.6	1,686	19.9
Total	5,378	100	2,862	100	233	100	8,473	100

Table 12.2: Nurses employed in the North East LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	4,992	92.8	2,649	92.6	216	92.7	7,857	92.7
Male	386	7.2	213	7.4	17	7.3	616	7.3
Total	5,378	100	2,862	100	233	100	8,473	100

Table 12.3: Nurses employed in the North East LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	3,872	72.0	1,916	66.9	161	69.1	5,949	70.2
Bilingual	1,506	28.0	946	33.1	72	30.9	2,524	29.8
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	5,378	100	2,862	100	233	100	8,473	100

Table 12.4: Nurses employed in the North East LHIN: Number of nursing employment positions held in the North East LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	4,753	88.4	2,495	87.2	181	77.7	7,429	87.7
2	545	10.1	331	11.6	45	19.3	921	10.9
3+	80	1.5	36	1.3	7	3.0	123	1.5
Total nurses employed in the North East LHIN	5,378	100	2,862	100	233	100	8,473	100
Total nursing employment positions in the North East LHIN	6,089		3,269		294		9,652	

Table 12.5: Nursing employment positions of North East LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the North East LHIN	RN	RPN	NP	Total
Central	20	3	1	24
Central East	11	3	0	14
Central West	7	1	1	9
Champlain	18	0	1	19
Erie St. Clair	2	0	6	8
Hamilton Niagara Haldimand Brant	17	1	1	19
Mississauga Halton	21	2	0	23
North Simcoe Muskoka	24	12	2	38
North West	17	2	9	28
South East	6	0	0	6
South West	5	0	2	7
Toronto Central	38	3	2	43
Waterloo Wellington	8	3	4	15
Other Canadian jurisdictions	20	3	2	25
United States	17	1	0	18
International (excluding the U.S.)	0	0	0	0
Total nurses employed in nursing outside the North East LHIN²⁰	188	30	18	236

²⁰ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the North East LHIN. This number is only a count of the number of nurses employed outside the North East LHIN, regardless of how many other LHINs employed them.

12.2 Nursing employment positions in the North East LHIN

Table 12.6: Nursing employment positions in the North East LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	3,566	58.6	1,556	47.6	199	67.7	5,321	55.1
Part-time	1,710	28.1	1,312	40.1	52	17.7	3,074	31.8
Casual	813	13.4	401	12.3	43	14.6	1,257	13.0
Total	6,089	100	3,269	100	294	100	9,652	100

Table 12.7: Nursing employment positions in the North East LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,482	24.3	682	20.9	205	69.7	2,369	24.5
Hospital	3,340	54.9	1,301	39.8	43	14.6	4,684	48.5
Long-term care	538	8.8	1,092	33.4	17	5.8	1,647	17.1
Other	729	12.0	194	5.9	29	9.9	952	9.9
Total	6,089	100	3,269	100	294	100	9,652	100

Table 12.8: Nursing employment positions in the North East LHIN: Top three nursing employers²¹

RN	#	%
Acute care hospital	3,115	51.2
Long-term care facility	507	8.3
College/university	412	6.8

RPN	#	%
Long-term care facility	990	30.3
Acute care hospital	903	27.6
Other community	214	6.5

NP	#	%
Family health team	52	17.7
Community health centre	49	16.7
Other community	36	12.2

Total	#	%
Acute care hospital	4,050	42.0
Long-term care facility	1,513	15.7
College/university	528	5.5

²¹ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

13 NORTH SIMCOE MUSKOKA

13.1 North Simcoe Muskoka LHIN demographics

For the 2016 renewal, 5,437 nurses reported being employed in at least one nursing position in the North Simcoe Muskoka LHIN. These nurses held 6,070 nursing positions there. Of the 5,437 nurses, 480 also reported employment in at least one position outside the North Simcoe Muskoka LHIN.



Table 13.1: Nurses employed in the North Simcoe Muskoka LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	394	11.5	478	25.2	2	1.6	874	16.1
30–54	2,065	60.5	1,079	56.8	98	79.7	3,242	59.6
55+	956	28.0	342	18.0	23	18.7	1,321	24.3
Total	3,415	100	1,899	100	123	100	5,437	100

Table 13.2: Nurses employed in the North Simcoe Muskoka LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	3,187	93.3	1,712	90.2	118	95.9	5,017	92.3
Male	228	6.7	187	9.8	5	4.1	420	7.7
Total	3,415	100	1,899	100	123	100	5,437	100

Table 13.3: Nurses employed in the North Simcoe Muskoka LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	3,277	96.0	1,825	96.1	119	96.7	5,221	96.0
Bilingual	138	4.0	74	3.9	4	3.3	216	4.0
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	3,415	100	1,899	100	123	100	5,437	100

Table 13.4: Nurses employed in the North Simcoe Muskoka LHIN: Number of nursing employment positions held in the North Simcoe Muskoka LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	3,104	90.9	1,656	87.2	96	78.0	4,856	89.3
2	286	8.4	224	11.8	21	17.1	531	9.8
3+	25	0.7	19	1.0	6	4.9	50	0.9
Total nurses employed in the North Simcoe Muskoka LHIN	3,415	100	1,899	100	123	100	5,437	100
Total nursing employment positions in the North Simcoe Muskoka LHIN	3,753		2,161		156		6,070	

Table 13.5: Nursing employment positions of North Simcoe Muskoka LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the North Simcoe Muskoka LHIN	RN	RPN	NP	Total
Central	142	59	3	204
Central East	31	10	1	42
Central West	24	5	2	31
Champlain	14	5	0	19
Erie St. Clair	1	0	0	1
Hamilton Niagara Haldimand Brant	15	6	0	21
Mississauga Halton	17	8	0	25
North East	22	12	3	37
North West	2	0	0	2
South East	2	1	2	5
South West	19	6	3	28
Toronto Central	69	9	5	83
Waterloo Wellington	11	1	1	13
Other Canadian jurisdictions	36	1	5	42
United States	10	0	2	12
International (excluding the U.S.)	1	0	0	1
Total nurses employed in nursing outside the North Simcoe Muskoka LHIN²²	350	110	20	480

²² This number is not a sum of the column above. A nurse may be employed in multiple LHINs outside the North Simcoe Muskoka LHIN. This number is only a count of the number of nurses employed outside the North Simcoe Muskoka LHIN, regardless of how many other LHINs employed them.

13.2 Nursing employment positions in the North Simcoe Muskoka LHIN

Table 13.6: Nursing employment positions in the North Simcoe Muskoka LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	1,990	53.0	1,042	48.2	89	57.1	3,121	51.4
Part-time	1,037	27.6	732	33.9	39	25.0	1,808	29.8
Casual	726	19.3	387	17.9	28	17.9	1,141	18.8
Total	3,753	100	2,161	100	156	100	6,070	100

Table 13.7: Nursing employment positions in the North Simcoe Muskoka LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	953	25.4	377	17.4	103	66.0	1,433	23.6
Hospital	2,082	55.5	924	42.8	30	19.2	3,036	50.0
Long-term care	395	10.5	755	34.9	4	2.6	1,154	19.0
Other	323	8.6	105	4.9	19	12.2	447	7.4
Total	3,753	100	2,161	100	156	100	6,070	100

Table 13.8: Nursing employment positions in the North Simcoe Muskoka LHIN: Top three nursing employers²³

RN	#	%
Acute care hospital	1,763	47.0
Long-term care facility	358	9.5
Addiction & mental health centre/psychiatric hospital	273	7.3

NP	#	%
Family health team	44	28.2
Acute care hospital	24	15.4
Community health centre	19	12.2

RPN	#	%
Acute care hospital	599	27.7
Long-term care facility	582	26.9
Addiction & mental health centre/psychiatric hospital	288	13.3

Total	#	%
Acute care hospital	2,386	39.3
Long-term care facility	943	15.5
Addiction & mental health centre/psychiatric hospital	563	9.3

²³ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

14 NORTH WEST

14.1 North West LHIN demographics

For the 2016 renewal, 3,919 nurses reported being employed in at least one nursing position in the North West LHIN. These nurses held 4,578 nursing positions there. Of the 3,919 nurses, 124 also reported employment in at least one position outside the North West LHIN.

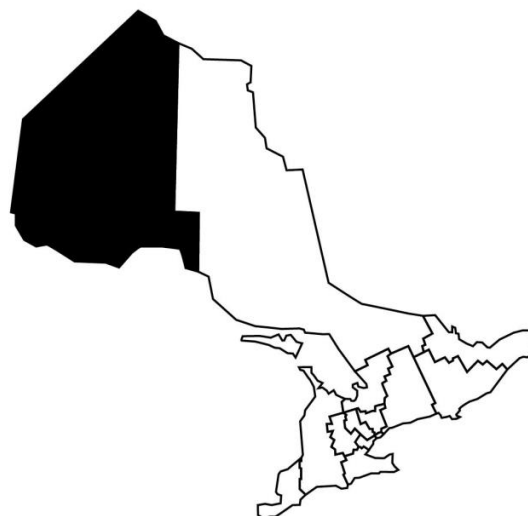


Table 14.1: Nurses employed in the North West LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	524	20.5	296	24.0	7	5.6	827	21.1
30–54	1,414	55.2	729	59.1	85	68.5	2,228	56.9
55+	623	24.3	209	16.9	32	25.8	864	22.0
Total	2,561	100	1,234	100	124	100	3,919	100

Table 14.2 : Nurses employed in the North West LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	2,301	89.8	1,125	91.2	108	87.1	3,534	90.2
Male	260	10.2	109	8.8	16	12.9	385	9.8
Total	2,561	100	1,234	100	124	100	3,919	100

Table 14.3: Nurses employed in the North West LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	2,471	96.5	1,187	96.2	115	92.7	3,773	96.3
Bilingual	90	3.5	47	3.8	9	7.3	146	3.7
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	2,561	100	1,234	100	124	100	3,919	100

Table 14.4: Nurses employed in the North West LHIN: Number of nursing employment positions held in the North West LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	2,235	87.3	1,031	83.5	84	67.7	3,350	85.5
2	285	11.1	177	14.3	34	27.4	496	12.7
3+	41	1.6	26	2.1	6	4.8	73	1.9
Total nurses employed in the North West LHIN	2,561	100	1,234	100	124	100	3,919	100
Total nursing employment positions in the North West LHIN	2,936		1,468		174		4,578	

Table 14.5: Nursing employment positions of North West LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the North West LHIN	RN	RPN	NP	Total
Central	4	1	0	5
Central East	4	1	1	6
Central West	2	0	0	2
Champlain	8	0	5	13
Erie St. Clair	1	0	0	1
Hamilton Niagara Haldimand Brant	5	0	0	5
Mississauga Halton	5	0	0	5
North East	17	2	3	22
North Simcoe Muskoka	2	0	0	2
South East	1	0	0	1
South West	2	1	0	3
Toronto Central	20	2	0	22
Waterloo Wellington	4	0	1	5
Other Canadian jurisdictions	45	6	4	55
United States	3	0	1	4
International (excluding the U.S.)	0	0	0	0
Total nurses employed in nursing outside the North West LHIN²⁴	104	11	9	124

²⁴ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the North West LHIN. This number is only a count of the number of nurses employed outside the North West LHIN, regardless of how many other LHINs employed them.

14.2 Nursing employment positions in the North West LHIN

Table 14.6: Nursing employment positions in the North West LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	1,565	53.3	683	46.5	94	54.0	2,342	51.2
Part-time	785	26.7	446	30.4	29	16.7	1,260	27.5
Casual	586	20.0	339	23.1	51	29.3	976	21.3
Total	2,936	100	1,468	100	174	100	4,578	100

Table 14.7: Nursing employment positions in the North West LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	680	23.2	276	18.8	121	69.5	1,077	23.5
Hospital	1,784	60.8	671	45.7	38	21.8	2,493	54.5
Long-term care	187	6.4	465	31.7	2	1.1	654	14.3
Other	285	9.7	56	3.8	13	7.5	354	7.7
Total	2,936	100	1,468	100	174	100	4,578	100

Table 14.8: Nursing employment positions in the North West LHIN: Top three nursing employers²⁵

RN	#	%
Acute care hospital	1,522	51.8
Long-term care facility	180	6.1
Other community	146	5.0

NP	#	%
Community health centre	34	19.5
Acute care hospital	30	17.2
Family health team	23	13.2

RPN	#	%
Long-term care facility	449	30.6
Acute care hospital	394	26.8
Complex continuing care hospital	88	6.0

Total	#	%
Acute care hospital	1,946	42.5
Long-term care facility	631	13.8
Other community	233	5.1

²⁵ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

15 SOUTH EAST

15.1 South East LHIN demographics

For the 2016 renewal, 6,857 nurses reported being employed in at least one nursing position in the South East LHIN. These nurses held 7,778 nursing positions there. Of the 6,857 nurses, 371 also reported employment in at least one position outside the South East LHIN.



Table 15.1: Nurses employed in the South East LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	680	15.1	497	22.7	4	2.4	1,181	17.2
30–54	2,506	55.6	1,241	56.8	131	78.4	3,878	56.6
55+	1,319	29.3	447	20.5	32	19.2	1,798	26.2
Total	4,505	100	2,185	100	167	100	6,857	100

Table 15.2: Nurses employed in the South East LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	4,200	93.2	2,025	92.7	159	95.2	6,384	93.1
Male	305	6.8	160	7.3	8	4.8	473	6.9
Total	4,505	100	2,185	100	167	100	6,857	100

Table 15.3: Nurses employed in the South East LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	4,306	95.6	2,141	98.0	157	94.0	6,604	96.3
Bilingual	199	4.4	44	2.0	10	6.0	253	3.7
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	4,505	100	2,185	100	167	100	6,857	100

Table 15.4: Nurses employed in the South East LHIN: Number of nursing employment positions held in the South East LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	4,012	89.1	1,874	85.8	136	81.4	6,022	87.8
2	451	10.0	279	12.8	28	16.8	758	11.1
3+	42	0.9	32	1.5	3	1.8	77	1.1
Total nurses employed in nursing in the South East LHIN	4,505	100	2,185	100	167	100	6,857	100
Total nursing employment positions in the South East LHIN	5,044		2,530		204		7,778	

Table 15.5: Nursing employment positions of South East LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the South East LHIN	RN	RPN	NP	Total
Central	10	3	1	14
Central East	48	16	6	70
Central West	2	1	0	3
Champlain	138	75	13	226
Erie St. Clair	5	0	0	5
Hamilton Niagara Haldimand Brant	7	3	0	10
Mississauga Halton	10	2	0	12
North East	4	0	0	4
North Simcoe Muskoka	2	1	2	5
North West	1	0	0	1
South West	4	0	0	4
Toronto Central	25	2	5	32
Waterloo Wellington	11	0	1	12
Other Canadian jurisdictions	21	1	2	24
United States	3	0	0	3
International (excluding the U.S.)	1	0	0	1
Total nurses employed in nursing outside the South East LHIN²⁶	254	92	25	371

²⁶ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the South East LHIN. This number is only a count of the number of nurses employed outside the South East LHIN, regardless of how many other LHINs employed them.

15.2 Nursing employment positions in the South East LHIN

Table 15.6: Nursing employment positions in the South East LHIN: Working status

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	2,763	54.8	1,104	43.6	121	59.3	3,988	51.3
Part-time	1,444	28.6	1,006	39.8	50	24.5	2,500	32.1
Casual	837	16.6	420	16.6	33	16.2	1,290	16.6
Total	5,044	100	2,530	100	204	100	7,778	100

Table 15.7: Nursing employment positions in the South East LHIN: Employment sectors

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,092	21.6	522	20.6	113	55.4	1,727	22.2
Hospital	2,856	56.6	990	39.1	50	24.5	3,896	50.1
Long-term care	487	9.7	882	34.9	10	4.9	1,379	17.7
Other	609	12.1	136	5.4	31	15.2	776	10.0
Total	5,044	100	2,530	100	204	100	7,778	100

Table 15.8: Nursing employment positions in the South East LHIN: Top three nursing employers²⁷

RN	#	%
Acute care hospital	2,355	46.7
Long-term care facility	459	9.1
College/university	279	5.5

NP	#	%
Family health team	47	23.0
Acute care hospital	35	17.2
Community health centre	34	16.7

RPN	#	%
Long-term care facility	693	27.4
Acute care hospital	536	21.2
Addiction & mental health centre/psychiatric hospital	238	9.4

Total	#	%
Acute care hospital	2,926	37.6
Long-term care facility	1,161	14.9
Addiction & mental health centre/psychiatric hospital	488	6.3

²⁷ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

16 SOUTH WEST

16.1 South West LHIN demographics

For the 2016 renewal, 12,534 nurses reported being employed in at least one nursing position in the South West LHIN. These nurses held 14,167 nursing positions there. Of the 12,534 nurses, 562 also reported employment in at least one position outside the South West LHIN.



Table 16.1: Nurses employed in the South West LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	1,552	17.9	827	23.0	21	8.4	2,400	19.1
30–54	4,832	55.7	2,044	56.7	172	68.5	7,048	56.2
55+	2,296	26.5	732	20.3	58	23.1	3,086	24.6
Total	8,680	100	3,603	100	251	100	12,534	100

Table 16.2: Nurses employed in the South West LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	8,147	93.9	3,351	93.0	240	95.6	11,738	93.6
Male	533	6.1	252	7.0	11	4.4	796	6.4
Total	8,680	100	3,603	100	251	100	12,534	100

Table 16.3: Nurses employed in the South West LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	8,531	98.3	3,569	99.1	244	97.2	12,344	98.5
Bilingual	149	1.7	33	0.9	7	2.8	189	1.5
French only	0	0.0	1	0.0	0	0.0	1	0.0
Total	8,680	100	3,603	100	251	100	12,534	100

Table 16.4: Nurses employed in the South West LHIN: Number of nursing employment positions held in the South West LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	7,782	89.7	3,038	84.3	220	87.6	11,040	88.1
2	818	9.4	521	14.5	29	11.6	1,368	10.9
3+	80	0.9	44	1.2	2	0.8	126	1.0
Total nurses employed in the South West LHIN	8,680	100	3,603	100	251	100	12,534	100
Total nursing employment positions in the South West LHIN	9,669		4,214		284		14,167	

Table 16.5: Nursing employment positions of South West LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the South West LHIN	RN	RPN	NP	Total
Central	26	13	1	40
Central East	7	3	2	12
Central West	5	2	0	7
Champlain	17	0	0	17
Erie St. Clair	73	36	4	113
Hamilton Niagara Haldimand Brant	59	28	4	91
Mississauga Halton	26	9	1	36
North East	6	0	1	7
North Simcoe Muskoka	18	6	2	26
North West	1	1	0	2
South East	3	0	0	3
Toronto Central	50	4	8	62
Waterloo Wellington	108	58	6	172
Other Canadian jurisdictions	19	1	1	21
United States	17	2	1	20
International (excluding the U.S.)	2	0	0	2
Total nurses employed in nursing outside the South West LHIN²⁸	387	146	29	562

²⁸ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the South West LHIN. This number is only a count of the number of nurses employed outside the South West LHIN, regardless of how many other LHINs employed them.

16.2 Nursing employment positions in the South West LHIN

**Table 16.6: Nursing employment positions in the South West LHIN:
Working status**

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	5,470	56.6	1,983	47.1	209	73.6	7,662	54.1
Part-time	2,836	29.3	1,577	37.4	45	15.8	4,458	31.5
Casual	1,363	14.1	654	15.5	30	10.6	2,047	14.4
Total	9,669	100	4,214	100	284	100	14,167	100

**Table 16.7: Nursing employment positions in the South West LHIN:
Employment sectors**

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,810	18.7	935	22.2	162	57.0	2,907	20.5
Hospital	6,246	64.6	1,461	34.7	99	34.9	7,806	55.1
Long-term care	932	9.6	1,684	40.0	7	2.5	2,623	18.5
Other	681	7.0	134	3.2	16	5.6	831	5.9
Total	9,669	100	4,214	100	284	100	14,167	100

**Table 16.8: Nursing employment positions in the South West LHIN: Top
three nursing employers²⁹**

RN	#	%
Acute care hospital	5,645	58.4
Long-term care facility	877	9.1
Community care access centre	387	4.0

NP	#	%
Acute care hospital	84	29.6
Family health team	72	25.4
Community health centre	31	10.9

RPN	#	%
Long-term care facility	1,360	32.3
Acute care hospital	884	21.0
Retirement home	297	7.0

Total	#	%
Acute care hospital	6,613	46.7
Long-term care facility	2,244	15.8
Other community	577	4.1

²⁹ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

17 TORONTO CENTRAL

17.1 Toronto Central LHIN demographics

For the 2016 renewal, 23,157 nurses reported being employed in at least one nursing position in the Toronto Central LHIN. These nurses held 25,592 nursing positions there. Of the 23,157 nurses, 4,364 also reported employment in at least one position outside the Toronto Central LHIN.



Table 17.1: Nurses employed in the Toronto Central LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	2,907	16.1	643	14.4	29	4.9	3,579	15.5
30–54	10,800	59.6	3,024	67.8	477	81.0	14,301	61.8
55+	4,401	24.3	793	17.8	83	14.1	5,277	22.8
Total	18,108	100	4,460	100	589	100	23,157	100

Table 17.2: Nurses employed in the Toronto Central LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	16,520	91.2	3,864	86.6	552	93.7	20,936	90.4
Male	1,588	8.8	596	13.4	37	6.3	2,221	9.6
Total	18,108	100	4,460	100	589	100	23,157	100

Table 17.3: Nurses employed in the Toronto Central LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	17,553	96.9	4,373	98.0	563	95.6	22,489	97.1
Bilingual	553	3.1	87	2.0	26	4.4	666	2.9
French only	2	0.0	0	0.0	0	0.0	2	0.0
Total	18,108	100	4,460	100	589	100	23,157	100

Table 17.4: Nurses employed in the Toronto Central LHIN: Number of nursing employment positions held in the Toronto Central LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	16,438	90.8	3,934	88.2	494	83.9	20,866	90.1
2	1,574	8.7	502	11.3	84	14.3	2,160	9.3
3+	96	0.5	24	0.5	11	1.9	131	0.6
Total nurses employed in the Toronto Central LHIN	18,108	100	4,460	100	589	100	23,157	100
Total nursing employment positions in the Toronto Central LHIN	19,883		5,014		695		25,592	

Table 17.5: Nursing employment positions of Toronto Central LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Toronto Central LHIN	RN	RPN	NP	Total
Central	1,260	583	36	1,879
Central East	749	324	31	1,104
Central West	394	112	15	521
Champlain	50	7	0	57
Erie St. Clair	15	3	5	23
Hamilton Niagara Haldimand Brant	186	30	11	227
Mississauga Halton	606	155	13	774
North East	45	3	1	49
North Simcoe Muskoka	72	9	6	87
North West	22	1	0	23
South East	26	2	5	33
South West	62	3	8	73
Waterloo Wellington	86	11	9	106
Other Canadian jurisdictions	78	5	6	89
United States	24	0	5	29
International (excluding the U.S.)	9	0	0	9
Total nurses employed in nursing outside the Toronto Central LHIN³⁰	3,154	1,087	123	4,364

³⁰ This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Toronto Central LHIN. This number is only a count of the number of nurses employed outside the Toronto Central LHIN, regardless of how many other LHINs employed them.

17.2 Nursing employment positions in the Toronto Central LHIN

**Table 17.6: Nursing employment positions in the Toronto Central LHIN:
Working status**

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	12,419	62.5	2,200	43.9	431	62.0	15,050	58.8
Part-time	3,821	19.2	1,762	35.1	108	15.5	5,691	22.2
Casual	3,643	18.3	1,052	21.0	156	22.4	4,851	19.0
Total	19,883	100	5,014	100	695	100	25,592	100

**Table 17.7: Nursing employment positions in the Toronto Central LHIN:
Employment sectors**

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	2,420	12.2	793	15.8	162	23.3	3,375	13.2
Hospital	14,591	73.4	2,381	47.5	440	63.3	17,412	68.0
Long-term care	903	4.5	1,571	31.3	7	1.0	2,481	9.7
Other	1,969	9.9	269	5.4	86	12.4	2,324	9.1
Total	19,883	100	5,014	100	695	100	25,592	100

**Table 17.8: Nursing employment positions in the Toronto Central LHIN: Top
three nursing employers³¹**

RN	#	%
Acute care hospital	11,912	59.9
Rehabilitation hospital	836	4.2
Long-term care facility	811	4.1

RPN	#	%
Long-term care facility	1,234	24.6
Rehabilitation hospital	710	14.2
Complex continuing care hospital	690	13.8

NP	#	%
Acute care hospital	405	58.3
Community health centre	88	12.7
College/university	52	7.5

Total	#	%
Acute care hospital	12,898	50.4
Long-term care facility	2,051	8.0
Rehabilitation hospital	1,557	6.1

³¹ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.

18 WATERLOO WELLINGTON

18.1 Waterloo Wellington LHIN demographics

For renewal, 7,249 nurses reported being employed in at least one nursing position in the Waterloo Wellington LHIN. These nurses held 8,165 nursing positions there. Of the 7,249 nurses, 676 also reported employment in at least one position outside the Waterloo Wellington LHIN.



Table 18.1: Nurses employed in the Waterloo Wellington LHIN: Age

Age group	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
18–29	718	15.8	666	26.3	11	6.2	1,395	19.2
30–54	2,614	57.6	1,522	60.1	141	79.7	4,277	59.0
55+	1,208	26.6	344	13.6	25	14.1	1,577	21.8
Total	4,540	100	2,532	100	177	100	7,249	100

Table 18.2: Nurses employed in the Waterloo Wellington LHIN: Gender

Gender	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Female	4,319	95.1	2,360	93.2	168	94.9	6,847	94.5
Male	221	4.9	172	6.8	9	5.1	402	5.5
Total	4,540	100	2,532	100	177	100	7,249	100

Table 18.3: Nurses employed in the Waterloo Wellington LHIN: Official languages in which they can competently provide nursing care

Language	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
English only	4,444	97.9	2,501	98.8	172	97.2	7,117	98.2
Bilingual	96	2.1	31	1.2	5	2.8	132	1.8
French only	0	0.0	0	0.0	0	0.0	0	0.0
Total	4,540	100	2,532	100	177	100	7,249	100

Table 18.4: Nurses employed in the Waterloo Wellington LHIN: Number of nursing employment positions held in the Waterloo Wellington LHIN

Number of nursing employment positions	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
1	4,088	90.0	2,169	85.7	147	83.1	6,404	88.3
2	417	9.2	336	13.3	25	14.1	778	10.7
3+	35	0.8	27	1.1	5	2.8	67	0.9
Total nurses employed in the Waterloo Wellington LHIN	4,540	100	2,532	100	177	100	7,249	100
Total nursing employment positions in the Waterloo Wellington LHIN	5,030		2,923		212		8,165	

Table 18.5: Nursing employment positions of Waterloo Wellington LHIN nurses who are also employed in another LHIN

Location of nursing employment positions outside the Waterloo Wellington LHIN	RN	RPN	NP	Total
Central	35	14	2	51
Central East	16	5	3	24
Central West	44	11	0	55
Champlain	6	0	2	8
Erie St. Clair	3	7	1	11
Hamilton Niagara Haldimand Brant	122	52	21	195
Mississauga Halton	61	33	3	97
North East	8	3	4	15
North Simcoe Muskoka	11	1	1	13
North West	4	0	5	9
South East	10	0	1	11
South West	110	58	7	175
Toronto Central	89	10	13	112
Other Canadian jurisdictions	35	0	1	36
United States	8	0	1	9
International (excluding the U.S.)	2	0	0	2
Total nurses employed in nursing outside the Waterloo Wellington LHIN³²	462	170	44	676

³² This number is not a sum of the column above because a nurse may be employed in multiple LHINs outside the Waterloo Wellington LHIN. This number is only a count of the number of nurses employed outside the Waterloo Wellington LHIN, regardless of how many other LHINs employed them.

18.2 Nursing employment positions in the Waterloo Wellington LHIN

**Table 18.6: Nursing employment positions in the Waterloo Wellington LHIN:
Working status**

Working status	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Full-time	2,614	52.0	1,334	45.6	107	50.5	4,055	49.7
Part-time	1,527	30.4	1,094	37.4	60	28.3	2,681	32.8
Casual	889	17.7	495	16.9	45	21.2	1,429	17.5
Total	5,030	100	2,923	100	212	100	8,165	100

**Table 18.7: Nursing employment positions in the Waterloo Wellington LHIN:
Employment sectors**

Employment sector	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Community	1,321	26.3	699	23.9	132	62.3	2,152	26.4
Hospital	2,734	54.4	983	33.6	70	33.0	3,787	46.4
Long-term care	496	9.9	1,120	38.3	2	0.9	1,618	19.8
Other	479	9.5	121	4.1	8	3.8	608	7.4
Total	5,030	100	2,923	100	212	100	8,165	100

**Table 18.8: Nursing employment positions in the Waterloo Wellington LHIN:
Top three nursing employers³³**

RN	#	%
Acute care hospital	2,430	48.3
Long-term care facility	451	9.0
Community care access centre	225	4.5

NP	#	%
Acute care hospital	64	30.2
Family health team	37	17.5
Community health centre	28	13.2

RPN	#	%
Long-term care facility	787	26.9
Acute care hospital	590	20.2
Retirement home	287	9.8

Total	#	%
Acute care hospital	3,084	37.8
Long-term care facility	1,240	15.2
Other community	406	5.0

³³ For the definition of "nursing employers", see the Membership Statistics Report at <http://www.cno.org/en/what-is-cno/nursing-demographics/statistical-reports/>.



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